

## Q1 In the next 12 months, do you expect your firm will hire additional or replacement:

Answered: 12 Skipped: 0

	YES, FOR EXPANSION	YES, FOR REPLACEMENT ONLY	NO	TOTAL
Salaried field personnel	70% 7	10% 1	20% 2	10
Salaried office personnel	70% 7	0% 0	30% 3	10
Hourly craft personnel	82% 9	18% 2	0% 0	11
Hourly office personnel	55% 6	18% 2	27% 3	11

## Q2 How would you describe your current situation in filling salaried positions?

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES
We are having a hard time filling some or all salaried positions	67% 8
We are having no difficulty filling any salaried positions	8% 1
We have no openings for salaried positions	25% 3
TOTAL	12

## Q3 How would you describe your current situation in filling hourly craft positions?

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES
We are having a hard time filling some or all hourly craft positions	100% 12
We are having no difficulty filling any hourly craft positions	0% 0
We have no openings for hourly craft positions	0% 0
TOTAL	12

## Q4 How many unfilled salaried positions did you have on June 30, 2019?

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES
1	50% 6
2-5	33% 4
6-10	8% 1
More than 10	8% 1
TOTAL	12

## Q5 How many unfilled hourly craft positions did you have on June 30, 2019?

Answered: 12 Skipped: 0

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ANSWER CHOICES	RESPONSES
1	25% 3
2-5	17% 2
6-10	17% 2
More than 10	42% 5
TOTAL	12

**Q6 What has been your firm's experience this year in filling the following types of salaried positions (mark one answer for each occupation)?**

Answered: 12 Skipped: 0

	DO NOT EMPLOY	EMPLOY BUT DIDN'T TRY TO HIRE THIS YEAR	HIRED WITHOUT DIFFICULTY	COMPARED TO ONE YEAR AGO, FILLING POSITION IS MORE DIFFICULT	COMPARED TO ONE YEAR AGO, FILLING POSITION IS THE SAME	COMPARED TO ONE YEAR AGO, FILLING POSITION IS LESS DIFFICULT	TOTAL
Architects	100% 12	0% 0	0% 0	0% 0	0% 0	0% 0	12
BIM personnel	92% 11	0% 0	0% 0	8% 1	0% 0	0% 0	12
Engineers	67% 8	8% 1	0% 0	8% 1	17% 2	0% 0	12
Estimating personnel	25% 3	33% 4	0% 0	25% 3	17% 2	0% 0	12
Environmental compliance professionals	92% 11	8% 1	0% 0	0% 0	0% 0	0% 0	12
IT personnel	58% 7	8% 1	8% 1	8% 1	17% 2	0% 0	12
Project managers/supervisors	25% 3	17% 2	0% 0	50% 6	8% 1	0% 0	12
Quality control personnel	45% 5	18% 2	0% 0	9% 1	27% 3	0% 0	11
Safety personnel	27% 3	36% 4	0% 0	9% 1	27% 3	0% 0	11
Software/database personnel	92% 11	0% 0	0% 0	0% 0	8% 1	0% 0	12

**Q7 What has been your firm's experience this year in filling the following types of hourly craft positions (mark one answer for each occupation)?**

Answered: 12 Skipped: 0

	DO NOT EMPLOY	EMPLOY BUT DIDN'T TRY TO HIRE THIS YEAR	HIRED WITHOUT DIFFICULTY	COMPARED TO ONE YEAR AGO, FILLING POSITION IS MORE DIFFICULT	COMPARED TO ONE YEAR AGO, FILLING POSITION IS THE SAME	COMPARED TO ONE YEAR AGO, FILLING POSITION IS LESS DIFFICULT	TOTAL
Bricklayers	92% 11	0% 0	0% 0	8% 1	0% 0	0% 0	12
Carpenters	50% 6	0% 0	8% 1	25% 3	17% 2	0% 0	12
Cement masons	83% 10	0% 0	0% 0	8% 1	8% 1	0% 0	12
Concrete workers	50% 6	0% 0	8% 1	33% 4	8% 1	0% 0	12

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Electricians	67% 8	0% 0	0% 0	25% 3	8% 1	0% 0	12
Equipment operators-cranes, heavy equipment	42% 5	0% 0	0% 0	50% 6	8% 1	0% 0	12
Installers-drywall	75% 9	0% 0	0% 0	17% 2	8% 1	0% 0	12
Installers-other	75% 9	0% 0	0% 0	17% 2	8% 1	0% 0	12
Iron workers	67% 8	0% 0	0% 0	8% 1	25% 3	0% 0	12
Laborers	0% 0	0% 0	0% 0	50% 6	50% 6	0% 0	12
Mechanics	42% 5	0% 0	8% 1	33% 4	17% 2	0% 0	12
Millwrights	67% 8	0% 0	0% 0	8% 1	25% 3	0% 0	12
Painters	75% 9	0% 0	0% 0	8% 1	17% 2	0% 0	12
Pipefitters/Welders	58% 7	0% 0	0% 0	25% 3	17% 2	0% 0	12
Pipelayers	58% 7	0% 0	0% 0	33% 4	8% 1	0% 0	12
Plumbers	75% 9	0% 0	0% 0	17% 2	8% 1	0% 0	12
Roofers	83% 10	0% 0	0% 0	8% 1	8% 1	0% 0	12
Sheet metal workers	83% 10	0% 0	0% 0	8% 1	8% 1	0% 0	12
Traffic control personnel	67% 8	0% 0	0% 0	25% 3	8% 1	0% 0	12
Truck drivers	33% 4	0% 0	0% 0	58% 7	8% 1	0% 0	12

### Q8 Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

Answered: 12 Skipped: 0

	IT WILL CONTINUE TO BE EASY TO HIRE	IT WILL BECOME EASIER TO HIRE	NO CHANGE	IT WILL BECOME HARDER TO HIRE	IT WILL CONTINUE TO BE HARD TO HIRE	TOTAL
Salaried	0% 0	0% 0	17% 2	17% 2	67% 8	12
Hourly craft	0% 0	0% 0	17% 2	25% 3	58% 7	12

### Q9 How would you rate the adequacy of the local pipeline for supplying craft personnel who are:

Answered: 12 Skipped: 0

	POOR	FAIR	GOOD	EXCELLENT	DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Well trained/skilled	42% 5	42% 5	0% 0	0% 0	17% 2	12	2.08
Able to pass drug tests	36% 4	45% 5	0% 0	9% 1	9% 1	11	2.09
Able to pass background checks	17% 2	58% 7	8% 1	8% 1	8% 1	12	2.33

## Q10 What percent of your employees are in each of these categories?

Answered: 12 Skipped: 0

	0	1-25%	26-50%	51-75%	76-99%	100%	DON'T KNOW	TOTAL
African American	18% 2	73% 8	0% 0	0% 0	0% 0	0% 0	9% 1	11
Asian	40% 4	50% 5	0% 0	0% 0	0% 0	0% 0	10% 1	10
Hispanic	27% 3	55% 6	9% 1	0% 0	0% 0	0% 0	9% 1	11
Native Americans/ indigenous groups	60% 6	30% 3	0% 0	0% 0	0% 0	0% 0	10% 1	10
White, non-Hispanic	0% 0	17% 2	8% 1	8% 1	33% 4	25% 3	8% 1	12
Formerly incarcerated individuals	9% 1	55% 6	9% 1	0% 0	0% 0	9% 1	18% 2	11
People with Disabilities	36% 4	36% 4	0% 0	0% 0	0% 0	9% 1	18% 2	11
Veterans	9% 1	64% 7	9% 1	0% 0	0% 0	0% 0	18% 2	11
Women	0% 0	92% 11	0% 0	0% 0	0% 0	8% 1	0% 0	12

## Q11 Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

Answered: 12 Skipped: 0

	YES, TO OTHER CONSTRUCTION FIRMS IN OUR AREA	YES, TO OTHER CONSTRUCTION FIRMS OUTSIDE OF OUR AREA	YES, TO OTHER INDUSTRIES IN OUR AREA	YES, TO OTHER INDUSTRIES OUTSIDE OF OUR AREA	NO	TOTAL RESPONDENTS
Salaried	25% 3	25% 3	17% 2	8% 1	67% 8	12
Hourly craft	33% 4	8% 1	33% 4	0% 0	58% 7	12

## Q12 Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?

Answered: 12 Skipped: 0

	YES, OUR FIRM INCREASED BASE PAY RATES	YES, OUR FIRM PROVIDED INCENTIVES/BONUSES	YES, OUR FIRM INCREASED OUR PORTION OF BENEFIT CONTRIBUTIONS AND/OR IMPROVED EMPLOYEE BENEFITS	NO, BUT WE ARE CONSIDERING INCREASES IN PAY AND/OR BENEFITS IN THE NEAR FUTURE	NO, AND WE ARE NOT CONSIDERING INCREASES IN PAY AND/OR BENEFITS	WE DID NOT SEEK TO FILL ANY POSITIONS	TOTAL
Salaried	67% 8	25% 3	17% 2	8% 1	0% 0	17% 2	
Hourly craft	83% 10	25% 3	8% 1	0% 0	8% 1	0% 0	

## Q13 Has your firm added or increased use of the following to provide

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workers in the past year? (Mark all that apply)

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Applied for employee-based visas (e.g., H-1B, H-2B)	0%	0
Engaged with career-building program (e.g., high school, college, career & technical education)	50%	6
Engaged with government workforce development or unemployment agency	33%	4
Executive and non-craft worker search firm or professional employer organization	58%	7
Implemented software to distribute job postings and manage applicants	25%	3
Staffing firm (craft)	33%	4
Sub- or specialty contractors	50%	6
Unions	8%	1
No changes	8%	1
Other (please specify)	8%	1
Total Respondents: 12		

Q14 Has your firm made changes in hiring, training or scheduling to address worker or skill shortages in the past year? (Mark all that apply.)

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Augmented/mixed/virtual reality training devices	0%	0
Changed hiring standards (e.g., education, training, employment or arrest record)	33%	4
Initiated or increased in-house training	58%	7
Offered online or mobile training options	17%	2
Interns	25%	3
Overtime	50%	6
No changes	33%	4
Other (please specify)	17%	2
Total Respondents: 12		

Q15 Has your firm adopted or increased use of the following to replace workers or skills? (Mark all that apply)

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Added specialists (e.g., architects, BIM or lean construction personnel, drone or other equipment operators, data or IT personnel) (please specify)	8%	1
Invest in technology to automate processes to supplement worker duties	17%	2
Labor-saving equipment (e.g., drones, robots, 3-D printers, laser- or GPS-guided equipment) (please specify)	17%	2
Methods to reduce onsite worktime (e.g., lean construction, virtual construction such as BIM, offsite fabrication) (please specify)	25%	3
No changes	42%	5
Other (please specify)	8%	1
Total Respondents: 12		

### Q16 If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Mark all that apply)

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
No impact	0%	0
We have put longer completion times into our bids or contracts	17%	2
Projects have taken longer than we anticipated	50%	6
We have put higher prices into our bids or contracts	75%	9
Costs have been higher than we anticipated	83%	10
Completion times or costs have been lower than we anticipated	0%	0
Other (please specify)	17%	2
Total Respondents: 12		

### Q17 If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance?

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Increased number of reportable injuries and illnesses	25%	3
Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports	8%	1
Increased number of workers compensation claims	17%	2
No change	75%	9
Decreased number of reportable injuries and illnesses	0%	0
Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports	0%	0
Decreased number of workers compensation claims	0%	0
Total Respondents: 12		

### Q18 How many total employees does your firm employ at all of its locations?

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
1-49	33%	4
50-249	42%	5
250-499	8%	1
500 or more	17%	2
TOTAL		12

### Q19 Estimate the total dollar amount of work your firm performed during the past 12 months.

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES
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\$10 million or less	33%	4
\$10.1 million-\$50 million	50%	6
\$50.1 million-\$500 million	0%	0
Over \$500 million	17%	2
<b>TOTAL</b>		<b>12</b>

**Q20 Please indicate which of the following types of construction projects your firm performs (mark all that apply):**

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Building construction	67%	8
Federal and heavy	50%	6
Highway and transportation	58%	7
Utility infrastructure	50%	6
Other (please specify)	8%	1
Total Respondents: 12		

**Q21 When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?**

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
We always operate as a union contractor	8%	1
We primarily operate as a union contractor, but not always	0%	0
We primarily operate as an open-shop contractor, but not always	0%	0
We always operate as an open-shop contractor	83%	10
We do not self-perform or directly hire craft personnel	8%	1
<b>TOTAL</b>		<b>12</b>

**Q22 In what state does your firm perform the largest amount of its work?**

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Name:	0%	0
Company:	0%	0
Address:	0%	0
Address 2:	0%	0
City/Town:	0%	0
State:	100%	12
ZIP:	0%	0
Country:	0%	0
Email Address:	0%	0
Phone Number:	0%	0

## Q23 Can we contact you? If yes, please provide your contact info below:

Answered: 2   Skipped: 10

ANSWER CHOICES	RESPONSES	
Name:	100%	2
Company:	100%	2
Address:	50%	1
Address 2:	0%	0
City/Town:	50%	1
State:	100%	2
ZIP:	50%	1
Country:	100%	2
Email Address:	0%	0
Phone Number:	50%	1